

Dear Honored Members of the Education Committee: Chair Dembrow, Vice-Chair Weber, Senator Anderson, Senator Frederick, Senator Gelser Blouin, Senator Robinson, and Senator Wagner:

I am writing this letter of support for Sections 7 and 8 in SB 283. I am a substitute teacher who has been expected to donate my time for training in order to work every fall in what is known as the annual "Safe Schools Training". This legislation demonstrates the value of the training and the value that Substitute Teaching brings to students and their communities.

SB 283 will fix the problem of classifying substitute teachers as independent contractors to school districts that have outsourced the substitute management to private staffing companies. Outsourced substitute teachers are put in a difficult situation in that they have two employers. They work for the school districts but are limited in their ability to contact the school for the support educators need when working in the classroom. If they have problems, they must contact the staffing company before being allowed to contact the school. If they are considered members of the school district, this will clarify who is responsible for the education delivered.

SB 283 backs the relationship between the outsourced substitute teacher and the school. Substitute teachers should be accountable to their students, parents, classroom teachers, and school management. It corrects the relationship that previously existed before 2015, the onset of outsourcing substitute teachers.

SB 283 will not affect the staffing fee that school districts are paying per substitute in Oregon. The staffing fee covers the employers payroll cost plus a profit margin. OSTA believes that the staffing fee paid to the staffing agency more than covers and PERS costs incurred and employer payroll costs. SB283 does not stop outsourcing, but it will require school districts to determine if they can afford both a staffing fee and cost of retirement benefits.

The research that OSTA has done includes the fact that only 10% of a school district's substitute teacher pool will work enough hours to get retirement benefits, BUT 100% of outsourced substitute teachers have staffing fees paid. Additionally, school districts did not trim their HR or Payroll staff and most have to pay for duplicate systems -one that supports School District staff and another that supports Outsourced Substitute Teachers.

SB 283 will reward the teachers who work 600 hours with PERS retirement benefits. This was the goal of the work of The Joint Taskforce - How do we get more subs, and keep the ones we have and have them work more hours. Given that 60 school districts have outsourced their substitute teachers (classified too), retirement benefits are a large incentive. Additionally, Many teachers who substitute are retired PERS members who do not earn more PERS benefits.

Substitute teachers pay is determined by ORS 342.610 - the Substitute Teacher minimum pay

statute. OSTA would like 3 additional changes to ORS 342.610:

1. For Substitutes who take long-term jobs, start the Long Term Pay Rate on Day 1 of the assignment and not on Day 11
2. Payment on the School District Salary Schedule for Education and Teaching experience for those substitutes who take the Long Term assignments/positions, and
3. When calculating the Daily Substitute Teacher rate, use 100% of the average beginning teacher wage as determine Oregon Department of Education instead of the current 85%.

I support SB 283, OSTA members and executive board members will be at the Capital on 2/20. We look forward to meeting you and learning how our organization can work to get this Bill approved.

Thank you.

Debbie Fery, MEd
OSTA Government Affairs Chair
Outsourced Substitute Teacher